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**MEASURING SAFETY MANAGEMENT PRACTICES
RELATIONSHIP WITH SAFETY PERFORMANCE
AMONG POLICE OFFICERS**



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**MASTER OF SCIENCE
(OCCUPATIONAL SAFETY AND HEALTH MANAGEMENT)
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2020**

**MEASURING SAFETY MANAGEMENT PRACTICES RELATIONSHIP
WITH SAFETY PERFORMANCE AMONG POLICE OFFICERS**



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**Dissertation submitted to
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In Partial fulfillment of the requirement for the
Master of Science (Occupational Safety and Health Management)**



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ABSTRACT

Safety management practices is a key in minimizing workplace hazardous accidents by improving workplace safety conditions, as well as enabling employers and employees to change their attitudes and behaviors to make safety and health a priority. The purpose of this study is to measure the level of safety performance particularly safety compliance and safety participation among the police officers and to measure the relationship between safety compliance and safety performance as dependent variable with independent variables of safety management practices which are safety training, safety rules and procedure, management commitment, communication and feedback, safety promotion and policies and employee participation. The research method is quantitative analysis and adopting a cross-sectional approach in data gathering. Primary data generated from the questionnaire chooses as a data collection. Random sampling method was used in collecting the data and the population is from the police officers in Johor. Quantitative analysis using SPSS version 25.0 was used and the result is shown that the validity and reliability of six factors of safety management practices that may affect the safety performance (safety compliance and safety participation). The findings in this study will provide a good insight for future researchers and practitioners in the field to identify problems and solutions that contribute to the safety and health at the workplace.

Keywords: safety training, safety rules and procedure, management commitment, communication and feedback, safety promotion and policies, employee participation, safety performance, safety compliance and safety participation.

ABSTRAK

Amalan pengurusan keselamatan adalah kunci dalam meminimumkan kemalangan berbahaya di tempat kerja dengan mempengaruhi keadaan keselamatan di tempat kerja, serta memungkinkan majikan dan pekerja mengubah sikap dan tingkah laku mereka untuk memberikan keutamaan terhadap keselamatan dan kesihatan. Tujuan kajian ini adalah untuk mengukur tahap prestasi keselamatan terutamanya kepatuhan keselamatan dan penyertaan keselamatan di kalangan pegawai polis dan untuk mengukur hubungan antara kepatuhan keselamatan dan prestasi keselamatan sebagai pemboleh ubah bersandar dengan pemboleh ubah bebas dari amalan pengurusan keselamatan yang merupakan latihan keselamatan, keselamatan peraturan dan prosedur, komitmen pengurusan, komunikasi dan maklum balas, promosi dan polisi keselamatan dan penyertaan pekerja. Kaedah kajian adalah analisis kuantitatif dan menggunakan pendekatan keratan rentas dalam pengumpulan data. Data primer yang dihasilkan membentuk soal selidik yang dipilih sebagai pengumpulan data. Kaedah persampelan rawak digunakan dalam mengumpulkan data dan populasi adalah dari pegawai polis di Johor. Analisis kuantitatif menggunakan SPSS versi 25.0 digunakan dan hasilnya menunjukkan bahawa kesahan dan kebolehpercayaan enam faktor amalan pengurusan keselamatan yang boleh mempengaruhi prestasi keselamatan (kepatuhan keselamatan dan penyertaan keselamatan). Penemuan dalam kajian ini akan memberikan pandangan yang positif bagi para penyelidik dan pengamal masa depan di lapangan untuk mengenal pasti masalah dan penyelesaian yang menyumbang kepada keselamatan dan kesihatan di tempat kerja.

Kata kunci: latihan keselamatan, peraturan dan prosedur keselamatan, komitmen pengurusan, komunikasi dan maklum balas, promosi dan polisi keselamatan, penyertaan pekerja, prestasi keselamatan, kepatuhan keselamatan dan penyertaan keselamatan.

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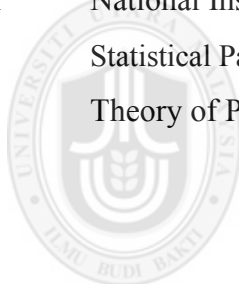
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LIST OF ABBREVIATIONS

RMP	Royal Malaysian Police
PDRM	Polis Diraja Malaysia
IGP	Inspector General of Police
ASP	Assistant Superintendent of Police
INSP	Inspector
SM	Sarjan Major
SJN	Sarjan
KPL	Koperal
L/KPL	Lans Koperal
KONST	Konstabel
OSHA	Occupational Safety and Health Act
NIOSH	National Institute of Occupational Safety and Health
SPSS	Statistical Package for the Social Science
TPB	Theory of Planned Behaviour



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CHAPTER 1

INTRODUCTION

1.1 Background of study

The Royal Malaysia Police (RMP) also known as Polis Diraja Malaysia (PDRM) is a primarily uniformed federal police force primarily uniformed in Malaysia. It is a centralized organization and the headquarters are situated in Bukit Aman, Kuala Lumpur. In Malaysia the modern police organization began on 25 March 1807. The Police Act 1967 specifies and governs the constitution, control, employment, recruitment, funding, discipline, duties and powers of police force. An Inspector-General of Police (IGP) leads the police force. The RMP consists of 10 departments comprising the Department of Management and Logistics, incorporated within the administration and eight other departments involved in crime prevention: Division of Criminal Investigation, Division of Criminal Investigation of Narcotics, Department of Internal Security and Public Order, Special Branch, Department of Commercial Crime Investigation and Traffic Enforcement and Investigation Department.

The occupational safety and health in the speculative industry such as law enforcement agency is a significant concern because of its functioning related with different risks and hazards, weather situation and different tasks during routine work. Because of the workplace hazards and risks, the government of Malaysia established the 1994 Occupational Safety and Health Act (OSHA), which is self-regulation for employers, employees and self-employed personnel to be accountable for their workplace health and safety. The establishment of OSHA 1994 has made all Malaysian industries recognize hazards and risks, coordinate risk assessment and

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APPENDIX A: QUESTIONNAIRE



Dear Respondents:

MEASURING MANAGEMENT PRACTICES RELATIONSHIP WITH SAFETY PERFORMANCE AMONG POLICE OFFICERS

I am a Master of Science (Occupational Safety and Health Management) student. The objective of this study is to help me understand the relationship between management practices and safety performance among police officers. I would appreciate it if you could answer the questions carefully as the information you provide will influence the accuracy and the success of this research. It will take no longer than 30 minutes to complete the questionnaire. All your response will be kept strictly confidential and will be used for the purpose of the study only. If you have any questions regarding this research, you may address them to me at the contact details below.

Thank you for your cooperation and the time taken in answering this questionnaire.

Sincerely,
Mani Raj a/l Muniandy
School of Business Management
Universiti Utara Malaysia
Malaysia
Email: m.raj_87@live.com.my

SECTION A: DEMOGRAPHIC INFORMATION

Please fill in blank and tick (✓) in the appropriate boxes that corresponds to the questions below.

1 Job title: _____

2 Gender : ☐ Male ☐ Female

3 Age : _____ years old.

4 Education Level : ☐ Secondary school ☐ Diploma
☐ Bachelor's degree ☐ Master's degree ☐ PhD

5 Marital status : ☐ Married ☐ Single ☐ Divorced/Widowed

6 Have you ever had any occupational accident ever since you started working in this organization?

☐ Yes ☐ No

If yes, how many accidents have you had while working in this organization?

☐ 1-3 ☐ 4-8
☐ 9-15 ☐ Over 15

7 How long have you been working with the present organization? _____ Years.

SECTION B – MANAGEMENT PRACTICES

Following are questions pertaining to management practices. Please circle the appropriate number on the 5 Likert scale which consists of 1 (Strongly Disagree) 2 (Disagree) 3 (Neutral) 4 (Agree) 5 (Strongly Agree) that best describes your response.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
<u>Safety Training</u>					
1. My organization gives comprehensive training to the officers in workplace health and safety issues.	1	2	3	4	5
2. Newly recruits are trained adequately to learn safety rules and procedures.	1	2	3	4	5
3. Safety issues are given high priority in training programs.	1	2	3	4	5
4. I am not adequately trained to respond to emergency situations in my workplace.	1	2	3	4	5
5. Safety training given to me is adequate to enable to me to assess hazards in workplace.	1	2	3	4	5
<u>Safety Rules and Procedure</u>					
6. The safety rules and procedures followed in my organization are sufficient to prevent incidents occurring.	1	2	3	4	5
7. My officer and supervisors always try to enforce safety working procedures.	1	2	3	4	5
8. Safety inspections are carried out regularly.	1	2	3	4	5
9. Safety is given high priority by the management.	1	2	3	4	5
10. The safety procedures and practices in this organization are useful and effective.	1	2	3	4	5

Management Commitment

11.	Corrective action is always taken when the management is told about unsafe practices.	1	2	3	4	5
12.	In my workplace officers/supervisors do not show interest in the safety of police personnel.	1	2	3	4	5
13.	Management considers safety to be equally important as a particular task among police personnel.	1	2	3	4	5
14.	I feel that management is willing to compromise on safety to complete a task.	1	2	3	4	5
15.	When near-miss accidents are reported, my management acts quickly to solve the problems.	1	2	3	4	5

Communication and Feedback

16.	My company doesn't have a hazard reporting system where police personnel can communicate hazard information before incidents occur.	1	2	3	4	5
17.	Management operates an open door policy on safety issues.	1	2	3	4	5
18.	There is sufficient opportunity to discuss and deal with safety issues in meetings.	1	2	3	4	5
19.	The target and goals for safety performance in my organization are not clear to the police personnel.	1	2	3	4	5
20.	There is open communications about safety issues in this workplace.	1	2	3	4	5

Safety Promotion and Policies

21.	The safety procedures and practices in this organization are useful and effective.	1	2	3	4	5
22.	In my organization safe conduct is considered as a positive factor for job promotions.	1	2	3	4	5
23.	There exists very healthy competition among the police personnel to find out and report unsafe condition and acts.	1	2	3	4	5
24.	In my organization employees are rewarded for reporting safety hazards (thanked, cash or other rewards, recognition, etc.)	1	2	3	4	5

25. Our supervisor becomes very unhappy and angry when employees find out and report unsafe conditions and acts in our department	1	2	3	4	5
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Employee Participation

26. Management always welcomes opinion from police personnel before making final decisions on safety related matters.	1	2	3	4	5
27. My organization has safety committees consisting of representatives of management and police personnel.	1	2	3	4	5
28. Management promotes police personnel involvement in safety related matters.	1	2	3	4	5
29. Management consults with personnel regularly about workplace health and safety issues.	1	2	3	4	5
30. Police Personnel do not sincerely participate in identifying safety problems.	1	2	3	4	5

SECTION C – SAFETY PERFORMANCE

Following are questions pertaining to safety performance. Please circle the appropriate number on the 5 Likert scale which consists of 1 (Strongly Disagree) 2 (Disagree) 3 (Neutral) 4 (Agree) 5 (Strongly Agree) that best describes your response.

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
<u>Safety Compliance</u>					
1. I overlook safety procedures in order to get my task done more quickly.	1	2	3	4	5
2. I follow all safety procedures regardless of the situation I am in.	1	2	3	4	5
3. I handle all situations as if there is a possibility of having an accident.	1	2	3	4	5
4. I wear safety equipment required by practice.	1	2	3	4	5
5. I keep my work area clean.	1	2	3	4	5
6. I encourage colleagues to be safe.	1	2	3	4	5
7. I keep my work equipment in safe working condition.	1	2	3	4	5
8. I take shortcuts to safe working behaviors in order to get the job done faster.	1	2	3	4	5

Safety Participation

9. I do not follow safety rules that I think are unnecessary.	1	2	3	4	5
10. I report safety problems to my supervisor when I see safety problems	1	2	3	4	5
11. I correct safety problems to ensure accidents will not occur.	1	2	3	4	5
12. I help my colleagues when they are working under risky or hazardous conditions.	1	2	3	4	5
13. I always point out to the management if any safety related matters are noticed in my organization.	1	2	3	4	5
14. I put extra effort to improve the safety of the workplace.	1	2	3	4	5
15. I voluntarily carry out tasks or activities that help to improve workplace safety.	1	2	3	4	5
16. I encourage my colleagues to work safely.	1	2	3	4	5



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APPENDIX B: TURNITIN RESULT

MEASURING SAFETY MANAGEMENT PRACTICES RELATIONSHIP WITH SAFETY PERFORMANCE AMONG POLICE OFFICERS

ORIGINALITY REPORT

17 %	6 %	5 %	15 %
SIMILARITY INDEX	INTERNET SOURCES	PUBLICATIONS	STUDENT PAPERS

PRIMARY SOURCES

1	Submitted to Universiti Teknologi MARA Student Paper	2 %
2	Submitted to Anglia Ruskin University Student Paper	2 %
3	M.N. Vinodkumar, M. Bhasi. "Safety management practices and safety behaviour: Assessing the mediating role of safety knowledge and motivation", Accident Analysis &	1 %

APPENDIX C: RELIABILITY RESULT

Cronbach's Alpha Value

Component	Number of Items (Pilot Test)	Cronbach's alpha (Pilot Test)	Number of Items	Cronbach's alpha
Safety Training	5	0.726	5	.859
Safety Rules & Procedures	5	0.924	5	.781
Management Commitment	5	0.795	5	.869
Communication & Feedback	5	0.817	5	.833
Safety Promotion & Policies	5	0.827	5	.728
Employee Participation	5	0.879	5	.831
Safety Compliance	8	0.780	8	.865
Safety Participation	8	0.878	8	.892

APPENDIX D: DESCRIPTIVE RESULT

Reliability Analysis

Variables	Mean Score	Std. Deviation	N
Safety Training	3.9780	.56597	200
Safety Rules & Procedures	3.9300	.54496	200
Management Commitment	3.8920	.54831	200
Communication & Feedback	3.8410	.54258	200
Safety Promotion & Policies	3.8180	.52484	200
Employee Participation	3.9360	.53604	200
Safety Compliance	3.9819	.51977	200
Safety Participation	3.9600	.52419	200

APPENDIX E: CORRELATION RESULT

		Safety Training	Safety Rules & Procedure	Management Commitment	Communication & Feedback	Safety Promotion & Policies	Employee Participation	Safety Compliance	Safety Participation
Safety Training	Pearson Correlation	1							
	Sig. (2-tailed)								
	N	200							
Safety Rules & Procedure	Pearson Correlation	.791**	1						
	Sig. (2-tailed)	.000							
	N	200	200						
Management Commitment	Pearson Correlation	.612**	.594**	1					
	Sig. (2-tailed)	.000	.000						
	N	200	200	200					
Communication & Feedback	Pearson Correlation	.528**	.602**	.797**	1				
	Sig. (2-tailed)	.000	.000	.000					
	N	200	200	200	200				
Safety Promotion & Policies	Pearson Correlation	.549**	.646**	.714**	.753**	1			
	Sig. (2-tailed)	.000	.000	.000	.000				
	N	200	200	200	200	200			
Employee Participation	Pearson Correlation	.495**	.487**	.707**	.767**	.698**	1		
	Sig. (2-tailed)	.000	.000	.000	.000	.000			
	N	200	200	200	200	200	200		
Safety Compliance	Pearson Correlation	.491**	.511**	.641**	.723**	.788**	.733**	1	
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		
	N	200	200	200	200	200	200	200	
Safety Participation	Pearson Correlation	.622**	.582**	.625**	.668**	.680**	.762**	.844**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	
	N	200	200	200	200	200	200	200	200
**. Correlation is significant at the 0.01 level (2-tailed).									

APPENDIX F: REGRESSION RESULT

Regression Analysis for Safety Compliance

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	.573	.179		3.197	.002
Safety Training	.089	.063	.097	1.410	.160
Safety Rules & Procedure	-.102	.070	-.107	-1.469	.143
Management Commitment	-.072	.070	-.076	-1.034	.302
Communication Feedback	.181	.077	.189	2.354	.020
Safety Promotion & Policies	.512	.068	.517	7.515	.000
Employee Participation	.276	.064	.285	4.287	.000

a. Dependent Variable: Safety Compliance

Regression Analysis for Safety Participation

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	.338	.186		1.817	.071
Safety Training	.271	.066	.292	4.109	.000
Safety Rules & Procedure	.005	.072	.005	.069	.945
Management Commitment	-.089	.072	-.093	-1.223	.223
Communication & Feedback	.050	.080	.052	.629	.530
Safety Promotion & Policies	.188	.071	.188	2.650	.009
Employee Participation	.498	.067	.510	7.442	.000

a. Dependent Variable: Safety Participation